

**FOND DU LAC COUNTY
2021 DEPARTMENT OF COMMUNITY PROGRAMS- ACUTE UNIT
NURSING PERSONNEL COMPENSATION SCHEDULE
Effective 12-27-2020 (2.00%)**

	<u>MINIMUM</u>	<u>6 MOS.</u>	<u>18 MOS.</u>	<u>30 MOS.</u>	<u>42 MOS.</u>	<u>54 MOS.</u>
RN	\$34.01	\$35.03	\$35.97	\$36.96	\$37.98	
LPN	\$23.03	\$23.66	\$24.38	\$25.02	\$25.66	\$26.32
CNA	\$15.99	\$16.64	\$17.24	\$17.86	\$18.49	\$19.09

SHIFT DIFFERENTIAL

Staff registered nurses at the Department of Community Programs (Acute Unit) who work the PM shift shall receive a differential of \$1.00/hr. for hours worked and \$2.00/hr. to work a night shift.

SUPERVISORY PAY

Staff registered nursing personnel shall be eligible for “supervisory pay” when scheduled to supervise the nursing function on a shift during which the Acute Unit Supervisor is not scheduled to work and when designated “supervisory nurse.” In the event two (2) staff nurses are scheduled, one shall be designated as “supervisory nurse.” The “supervisory pay” shall be as follows:

Days \$1.00/hr.

PM’s \$2.00/hr.

Nights \$2.00/hr.

GRADUATE NURSE

“Graduate nurses” may be hired into existing registered nurse vacancies at 90% of the normal hiring rate. At such time that the graduate nurse passes his/her boards, he/she shall receive the applicable rate in the schedule with service credit granted from the date of hire.

MARKET ADJUSTMENT PAY

A market adjustment may be added to specific nurses if necessary to recruit and retain professional staff. Any market adjustment must be approved by the Finance, Personnel and Economic Development Committee and is not a permanent pay adjustment but is only in place during periods of unusual tight labor markets.

TRIAL PERIOD

The trial period shall be six (6) months for full time nurses and 600 hours for part time nurses.

VACATION BENEFITS – INITIAL YEAR

“Newly hired” staff nurses shall be eligible to accrue and use vacation during the year of hire provided that the date of hire occurs January 1st thru September 30th.
Accrual of vacation credits shall be as follows:

Full time RN (40 hrs./wk.)	6.66 hrs./month of service*
Full time RN (37.5 hrs./wk.)	6.25 hrs./month of service*
Reg. part time RN (20+ hrs./wk.)	4.00 hrs./month of service*

* or major fraction thereof

Usage of accrued vacation credits is contingent upon completion of ninety (90) calendar days of service.

Eligibility of two (2) weeks (prorated for regular part time staff) vacation commences January 1st of the calendar year following the year of hire.